

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2019

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HOUSE BILL 987

Short Title: State Employees/Paid Parental Leave. (Public)

Sponsors: Representatives Logan, Martin, and K. Smith (Primary Sponsors).
For a complete list of sponsors, refer to the North Carolina General Assembly web site.

Referred to: Appropriations, if favorable, Rules, Calendar, and Operations of the House

April 26, 2019

1 A BILL TO BE ENTITLED
2 AN ACT TO PROVIDE PAID PARENTAL LEAVE TO STATE EMPLOYEES AND OTHER
3 STATE-SUPPORTED PERSONNEL.

4 The General Assembly of North Carolina enacts:

5 **SECTION 1.(a)** Article 2 of Chapter 126 of the General Statutes is amended by
6 adding a new section to read:

7 "**§ 126-8.6. Paid parental leave for State employees and State-supported personnel.**

8 (a) Full-Time Employees. – The State Human Resources Commission shall adopt rules
9 and policies to provide that a permanent, full-time State employee may take up to eight weeks of
10 paid parental leave in addition to any other leave available to the employee. The employee must
11 have been continuously employed by the State for at least 12 months immediately preceding the
12 first request for paid parental leave.

13 (b) Part-Time Employees. – The State Human Resources Commission shall adopt rules
14 and policies to provide that a permanent, part-time State employee may take a prorated amount
15 of up to four weeks of paid parental leave in addition to any other leave available to the employee.
16 The employee must have been continuously employed by the State for at least 12 months
17 immediately preceding the first request for paid parental leave.

18 (c) Program Requirements. – The paid parental leave authorized by this section:

- 19 (1) Is provided (i) for the birth of the parent's child and to care for the newborn or
20 (ii) for placement and adoption of a child and time for bonding.
21 (2) Is available without exhaustion of the employee's sick and vacation leave.
22 (3) Is in addition to, and not in lieu of, shared leave under G.S. 126-8.3, or other
23 leave authorized by federal or State law.
24 (4) May not be used for retirement purposes.
25 (5) Has no cash value upon termination from employment.

26 (d) Applicability. – This section applies to all (i) State employees and (ii) State-supported
27 personnel, with the appropriate governing board adopting rules and policies to provide paid
28 parental leave to its employees as provided by this section.

29 (e) Reporting. – By April 1, 2020, and then annually thereafter, the State Human
30 Resources Commission, the State Board of Education, the State Board of Community Colleges,
31 and all State agencies, departments, and institutions shall annually report to the Office of State
32 Human Resources on the paid parental leave program."

33 **SECTION 1.(b)** G.S. 126-5 is amended by adding a new subsection to read:

34 "(c15) The provisions of G.S. 126-8.6 shall apply to all State employees, public school
35 employees, and community college employees."



1 **SECTION 1.(c)** This section is effective when it becomes law.

2 **SECTION 2.(a)** There is appropriated from the General Fund to a Reserve for
3 Compensation the sum of ten million dollars (\$10,000,000) in recurring funds for the 2019-2020
4 fiscal year and the sum of ten million dollars (\$10,000,000) in recurring funds for the 2020-2021
5 fiscal year to fund the paid parental leave authorized by G.S. 126-8.6, as enacted by this act.

6 **SECTION 2.(b)** This section becomes effective July 1, 2019.

7 **SECTION 3.** Except as otherwise provided, this act is effective when it becomes
8 law.